Field Enforcement Inspectors (CSHOs)

Division of Occupational Safety and Health – Cal/OSHA

May 2019

Enforcement Region	Filled CSHO Positions	Vacant CSHO Positions Listed	CSHOs with Limited Field Time
Region I SF Bay Area	34 CSHOs [2 SSEs]	12 positions	2 CSHOs
Region II Northern California and Central Valley	42 CSHOs [4 SSEs]	1 position	2 CSHOs
Region III San Diego, Santa Ana, San Bernardino	46 CSHOs [4 SSEs]	2 position	2 CSHOs
Region IV Los Angeles, Ventura	35 CSHOs [2 SSEs]	8 positions	2 CSHOs
Region V Mining & Tunneling	10 CSHOs	1 position	2 CSHOs
High Hazard Unit North and South	16 CSHOs	3 positions	1 CSHO
Labor Enforcement Task Force	10 CSHOs		
Process Safety Management	27 CSHOs	2 positions	5 CSHOs
TOTALS	**220 nominal CSHOs** 214 field available CSHOs	**29 vacant positions**	**16 CSHOs in training**

Notes:

- Of the 220 filled CSHO positions, there are 12 Senior Safety Engineer (SSE) positions in District Offices. The SSEs are to spend 50% of their time on District Office administrative matters and 50% of their time conducting compliance inspections. Therefore, the number of **CSHOs available for field inspections is 214 CSHOs**.

- There are 29 vacant CSHO positions. Four Senior Safety Engineer (SSE) positions are vacant in the Fremont, Oakland, Los Angeles and Monrovia District Offices. Because SSE positions can only be filled by internal promotion, current Safety

Engineers/compliance officers will be promoted and the resulting CSHO vacancy will need to be backfilled.

- There are 3 District Offices without a District Manager: San Bernardino, LETF/Santa Ana and Santa Ana. In these District Offices, a CSHO must serve as Acting District Manager, so those offices effectively have one additional CSHO vacancy as the ADMs do not conduct field inspections.

- DOSH has a vacancy rate for CSHO positions of 11.6% (29 vacancies in 249 positions).

- The California Employment Development Department (EDD) reported the Californian civilian labor force in April 2019 as 19,528,000 workers. The 214 field-available filled CSHO positions represents an inspector to worker ratio of 1 inspector to 91,252 workers. **Cal/OSHA's inspector to worker ratio of 1 inspector to 91,000 workers is less health protective than Washington State's ratio of 1 to 25,000, and Oregon's ratio of 1 to 22,000.** [These non-California ratios were cited in the Department of Industrial Relations' Budget Change Proposal of January 2015.]

- **In 1980, Federal OSHA had a ratio of 14.8 CSHOs per million workers. Thirty-nine years later, Cal/OSHA has a ratio of 10.9 CSHOs per million workers.**

- The 214 field-available CSHO positions are also below the number of California Fish & Game Wardens (250) currently working in the field.

- The 214 field-available CSHO positions also include 16 CSHOs who are in training (SET, TAU, T&D, Junior SE) and usually do not conduct independent inspections alone.

- Each unfilled CSHO position represents $150,00 annually in salary, benefits and operating costs that were funded under previous and the current state budgets. Lost DOSH resources due to unfilled CSHO positions include:
    o FY 2015/16 -- $5.1 million
    o FY 2016/17 -- $5.1 million
    o FY 2017/18 -- $3.7 million
    o First 11 months of FY 2018/19 -- $4.175 million

-    **Since July 2015, more than $18 million in available state resources for enforcement have been left unused.**

Sources: DOSH Organization Chart, May 8, 2019
                EDD: http://www.labormarketinfo.edd.ca.gov

Additional Note:

As of February 2019, there are only 26 field CSHOs who receive bilingual pay, after passing a proficiency exam in speaking languages other than English, as listed below. It is estimated that 5 million of the state's 19+ million worker labor force speak languages other than English, with many monolingual in their native tongue. Please see the February 2019 DOSH Bilingual Pay summary chart for full details.

Spanish-speaking field inspectors = 24 CSHOs
Cantonese-speaking field inspector = 1 CSHO
Vietnamese-speaking field inspector = 1 CSHO